The A. F. of L. Weekly News Service gives news summaries and official interpretations of matters affecting labor occurring in the industrial, legislative, and judicial fields, and such other information of benefit to the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

Entered as second-class matter September 24, 1912, at the Post Office at Washington, D. C., under the Act of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Sec. 1103, Act of October 3, 1917, authorized July 12, 1918.

WHOLE NO. 1551 | WILLIAM GREEN, President | WASHINGTON, D. C., TUESDAY, DECEMBER 31, 1940 | GEORGE MEANY, Secretary-Treasurer | VOL. 30, NO. 53

Anti-Strike Legislation Opposed By New York State Mediation Board

Collective Bargaining Held Best Method of Adjusting Industrial Controversies

ALBANY, N. Y.—Vigorous opposition to proposals to outlaw strikes or require arbitration of labor disputes is expressed by the New York State Mediation Board in a preface to its forthcoming annual report.

Noting a "growing desire" on the part of New York employers and unions to settle their differences without resort to tests of economic strength, and pointing out that no major labor rows have impeded national defense production in New York, the report said:

"Whether the lack of serious disputes in industries engaged in this work is due to a more enlightened and mature relationship between management and labor, or because employees in this State are enjoying better conditions of employment than exist elsewhere, or because of a more sincere desire to work out existing differences and disputes in an orderly fashion, or whether the Board of Mediation has been successful in its constant teaching that disputes are best settled around the conference table, or for some other reason, the startling fact remains that industrial peace in this defense goods is here preceding without interruptions as mentioned by labor disputes or difficulties," the report observes.

"It is sincerely hope that this condition will continue and that labor relations in New York State can be kept up to the rest of the country as an example of the fact that industry and labor can live and work together in complete harmony."

In outlining the philosophy which is its guide in applying its statutory mandate to reduce the number of strikes and lockouts and promote industrial peace the board said it "subscribes to the theory, as do most employers and unions today, that ration of differences can be brought about an agreement of controversies in most cases. The solution of the problem of reducing to a minimum strikes and lockouts lies not in the direction of vendetta for the parties to an industrial dispute impotent to take direct action.

"Relief from interruption in these specific process of business is best accomplished by attacking and removing causes which are most likely to result in interruptions. Collective agreements between employers and unions, incorporating adequate adjustment machinery, provide the most adequate method yet devised for accomplishing this purpose and bringing about mutually satisfactory and harmonious industrial relations.

"Since its inception the Board of Mediation has assisted in the negotiation of hundreds of labor agreements and in every instance it has insisted that a provision for arbitration of the peaceful adjustment of disputes which might subsequently occur."

The board said it did not consider it desirable to provide for any other type of governmental intervention in cases where mediation proved ineffective.

"However," the board added, "it frequently happens that where the parties do not succeed as a movement through mediation they may be induced voluntarily to submit disputed issues to arbitration."

As an indication of the increase in the scope of its work, the board reported that the number of arbitration cases handled had gone up from 237 in 1939 to 250 in 1940. Mediation cases rose from 222 to 250 in the two-year period.

Arthur S. Meyer is chairman of the board; the other members are Paul Hays, Mabel Leslie, Max Meyer, T. L. Norton and Jules S. Freund, executive secretary.

END OF JOBLESS PROBLEM VISIONED

Miss Perkins Says Defense Plan Promises Work for Millions

Washington, D. C.—Confidence that the national defense program during the next year will provide enough work to solve the unemployment problem was expressed here by Secretary of Labor Frances Perkins in a radio address over the Mutual Broadcasting System network discussing "America's Outlook for 1941."

Pointing out that the Department of Labor estimated that between five and six million jobless would be provided with work during the coming year, Miss Perkins said:

"The labor outlook for 1941 is bright. Bright as to job opportunities, bright as to increased earnings for workers and with every indication pointing to continued and hearty cooperation by labor with industrial and all other groups so that our defense program may be speeded up and carried through successfully for the safety of America, its democratic institutions and all of its citizens.

"The completion of work provided for in present defense appropriation acts will require between four and five million workers. About half of these will be needed on construction jobs, in shipyards, in the factories engaged in making finished products such as airplanes and engines, tanks and shells. The other half will be needed primarily to supply contractors with materials."

SMASHES CANARD THAT LABOR HINDERS OUTPUT

Washington, D. C.—The Department of Labor again knocked into smithereens propaganda that strikes are hindering the national defense program.

Publishing figures proving conclusively that strikes have been running month by month fully fifty per cent less in number than last year, the Department emphasized that only one-third as many man-days have been lost.

In addition, it was explained that strikes are confined to non-defense industries, or in plants having only an infinitesimal relationship to the defense program.

Moreover, Labor Department officials pointed out that the past six months strikes have not only been far less than in 1939, but considerably below the war year of 1917.

NEW YORK HOMEWORK LAW HELD APPLICABLE TO MEN

Albany, N. Y.—Justice William L. Love of the New York Supreme Court upheld the State Labor Department's right to regulate and prohibit work as women and minors under the provisions of the "Industrial Homework Law" in a decision which declared that the exclusion of male workers would perpetuate a "social and economic evil," and that the text of the law "clearly shows the legislative purpose and intent to regulate and prohibit industrial homework as to all classes of persons engaged in such occupation, with the objective of effecting the "gradual elimination of industrial homework."

U. S. Labor Group Established To Assist Workers in Britain

New York, N. Y.—Formation of an American Labor Committee to Aid British Labor was announced by Matthew Woll, vice president of the American Federation of Labor, at a luncheon for Sir Walter Citrine, general secretary of the British Trades Union Congress, arranged by the League for Human Rights, Freedom and Democracy.

The new committee was declared to be a "response by American labor" to Mr. Citrine's appeal, delivered by his key address at the Sixtieth Annual Convention of the A. F. of L. a month ago.

Sir Walter Citrine expressed the appreciation and gratitude of himself and the working people of Great Britain for this "fine undertaking." He declared that the sympathies of the United States as the representative of British Labor in its present crucial struggle against the totalitarian Axis has been most successful because of the tremendous sympathy and interest of American Labor for the democratic cause."

He felt that the formation of an American Labor Committee to aid British Labor was a "noble climax in all the manifestations of friendship" which he had already witnessed.

In his address before one hundred and fifty labor leaders of the metropolitan area assembled to pay their respects through Sir Walter to the heroic working classes of Great Britain, Sir Walter described the role of British Labor in the war against the totalitarian Axis.

Sir Walter Citrine said: "We have three main objectives. The first is that we are inflexible as a labor movement in our determination to prosecute the struggle. We have complete internal unity in our labor movement in so doing. The second thing is that we intend in this struggle, wherever we possibly can do it, to safeguard both relatively, as it applies to other sections of the community, and absolutely, the rights and the privileges of our labor movement.

"The third thing is that we determine to extend our influence during this period of conflict. The question has often been asked of me, he continued, "how long can the British people hold out? The answer is they will hold out as long as they have minds and bodies to hold out."

The plans for the American Labor Committee to Aid British Labor, to be organized as a division of the League for Human Rights, Freedom and Democracy, call for the formation of local committees throughout the country in connection with the eight hundred League branches and Central Labor bodies affiliated with the American Federation of Labor.

The League also plans to appeal to all the international unions to organize special committees to work with the American Labor Committee to Aid British Labor. The Committee has also been designated by British labor for the relief of its members who become victims of indiscriminate bombing and destruction by the Axis air raids.

Mr. Woll expressed the opinion that the Committee would meet with the "wholehearted support of American labor everywhere."

$250,000 Wage Boost in Two Plants Won by AFL Textile Workers Union

Washington, D. C.—The United Textile Workers of America, A. F. of L. affiliate, reported that in continuation of the drive to obtain wage increases throughout the textile industry, the Watauga Rayon Workers Union (No. 2207) has just secured increases in an agreement negotiated with the Bemberg-Bemberg Corporation and the North American Rayon Corporation at Elizabethton, Tenn.

Telegrams sealed the agreement, effective January 1, 1941, "in the first general wage increase won in the South by the United Textile Workers of America since the last meeting of the Executive Council at which a resolution was adopted to obtain wage increases throughout the whole industry by organizational methods," reported The Elizabethton agreement will have far-reaching results not only in the fact that it marks a turning point as a whole, for it equals an annual pay increase per employe of about $62.40.

Under the agreement all hourly paid, non-supervisory employes of both companies will receive a seven-cent-an-hour wage increase with the stipulation that neither party can bring up the question of further wage adjustment before July 1, 1941.

Officials of the companies and the union attended the signing when the increase would amount to approximately a quarter of a million dollars a year.

John W. Pollard, first vice president of the International Union, who assisted the local union in these negotiations, stated:

"The agreement just reached today with the management of the Elizabethton Rayon Corporation is a signal victory for our organization in its campaign for general wage increases throughout the entire textile industry. We originally demanded a bonus for these 4,000 workers but they have succeeded in getting wage increases. We are convinced that, in view of existing conditions, our union has won the best agreement possible at this time."

C. C. Collins, president of the Watauga Rayon Workers Union, said:

"This agreement is a compromise which I think is in the best interests of all employees of both plants, and this increase amounts to about $62.40 per year per employe, which is considerably more than our union members would have hoped for. We received had they been given a bonus rather than a pay increase. It goes without saying that I as president of the local union am very pleased that such a fair and equitable agreement has been reached between our union and the plant management."

Unemployment Problem Is Solved For Railway Carmen's Brotherhood

President Felix H. Knight of the Brotherhood of Railway Carmen, in a review of the brotherhood's accomplishments during 1940, revealed that unemployment among members of the union has been almost completely wiped out and that the organization has found it difficult to meet all demands for car builders.

"Carmen in our craft has climbed so steadily that we have now reached a point where nearly all our men have jobs," he rejoiced. "As a matter of fact, I have on my desk more requests for carmen than I can immediately supply."

Ladies Garment Workers Exhibition Of Paintings Registers Big Success

New York, N. Y.—The first annual exhibition of drawing and painting sponsored by the Ladies' Garment Workers Union of the A. F. of L., is announced success.

The exhibition opened December 14 at union headquarters, 218 West Fortieth Street, and will be open until January 11th. Three hundred and thirty-one pieces of charcoal, monochrome, and water colors are on display. Within twenty-four hours 165 pictures were bought by members as Christmas gifts for their friends and families. All pictures are priced at $1.65. Proceeds go toward the purchase of additional art materials for the class.

The exhibition is the direct result of a broad program of study groups and recreational projects sponsored by the Workers' Art Workshop.

The Workshop was opened late in February, 1940. The 331 pieces exhibited are therefore the product of less than a year of work. The 37 artists represented in the exhibition are operators, samplemakers, cleaners, examiners, and finishers. They have decided that in the immediate future to change in occupation, a sensible attitude considering that a majority had no art training of any kind before February.

Ruth Hoffman, who instructs the class, is a well-known monotypist and etcher. Mr. Hoffman described the workshop as a "pedagogic print process" in which the image "emerges light out of dark." Only one reproduction is possible; hence the name mono-type.

AAA PAYS $1,978,653 TO 9 INSURANCE FIRMS

Washington, D. C.—The extent to which Insurance companies have taken over and operate farm properties in mortgage foreclosures was revealed in the report of Secretary Wickard of the Department of Agriculture that nine insurance companies during the last fiscal year were paid $1,978,653 in agricultural adjustment payments under the Agricultural Adjustment Act.

The Metropolitan Life Insurance Co. of New York received the largest sum, $346,972. The only other beneficiary in the $300,000 class was the Equitable Life Insurance Society of the United States, New York, which received $308,492. Payments to the other insurance companies ranged from $263,222 to $119,334.

News Briefs

NEW JERSEY INCREASES BENEFITS FOR JOBLESS

Trenton, N. J.—The new unemployment compensation law, made effective by the signature of Governor Harry Moore, increases benefits for the New Jersey unemployed by about 46 per cent. The changes provide for increase in weekly benefits from a minimum of $5 and maximum of $15 to a minimum of $8 and maximum of $18; increase in the maximum benefit to an individual during the year from $240 to $324.

Another factor expected to swell total payments is a change under which partially employed workers earning less than their unemployment compensation minimum of $7 a week would be paid the difference between their actual earnings and the $7.

RESTAURANT WORKERS GET $60,600 IN BACK WAGES

The necessity of effective inspection work by state labor bureaus to see that labor laws are obeyed is revealed in the report submitted to Governor Herbert H. Lehman by Commissioner of New York State, by Kate Pasqert, acting director of the Division of Industrial Standards, which reports that the Minimum Wage Act and Minimum Wage of the Department of Labor, that more than $60,600 has been refunded to 5,400 women working in restaurants in New York State since the minimum wage order went into effect in that industry six months ago. This amount represents under payments made to workers under the law.

"The compliance of restaurants under the minimum wage order is excellent" said Miss Miller. The fact that the employers have found no difficulty in paying less than the legal minimum rates made restitution immediately is proof of their willingness to live up to the letter and spirit of the law.

Restitution of wages found under payments were due to lack of understanding of the terms of the order. In the first six months it was necessarily be a period of adjustment.

DEFENSE WORKERS HIT BY HOUSING SHORTAGE

East Hartford, Conn.—A few months ago only 4,000 persons were employed in the new commercially called defense industries in this area. This number has been increased to 12,000, although the house is being rushed for those who may want them, hundreds of workers are living in new trailers from States as far distant as Florida and Montana temporarily at least under their housing problem by living in the conveyances that brought them. A trailer camp is being provided with its own store, sanitary system and other equipment.

PENNSYLVANIA'S JOBLESS ARE PAID $43,000,000

Harrisburg, Pa. — The important benefit which has resulted recently from unemployment compensation laws are strikingly revealed in the report of Bureau of Employment and Unemployment Compensation, Department of Labor and Industry, which shows that unemployment compensatie checks amounting to $830,-072 were issued to unemployed workers in Pennsylvania during the week ending December 6th., raising this year's benefit disbursements to approximately $43,000,000. The average payment in the reporting week was $16.74.

MARY ANDERSON URGES ABOLITION OF TIPPING

Chicago, Ill.—Describing tipping as "unchristian and undemocratic," Mary Anderson, director of the United States Women's Bureau, urged the abolition of this practice in an address before the annual meeting of the National Association for Labor Legislation here.

"We know that irregularity of employment is one of the great hardships that confront all wage earners," she said, "but those who rely partly or entirely upon tips for their compensation the problem of uncertain income is many times more serious."

TWO AFL UNIONS WIN RAILROAD ELECTIONS

Washington, D. C.—The National Mediation Board, following elections by telephone and telegraph of employees of certain employees of two railroads, certified A. F. of L. unions to represent the employees.

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes was certified to represent clerical, office, station and storehouse employees of the Norfolk and Western Railroad Company. The A. F. of L. affiliate won a decisive majority over the Association of Railway Clerks and Associated Employes of the company.

The International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America; the International Brotherhood of Blacksmiths, Drop Forgers and Helpers, and the Sheet Metal Workers International Association, operating through the A. F. of L. Railway Employes Department were certified to represent boilermakers, blacksmiths, and sheet metal workers, the helpers and apprentices of the foregoing, employed by the Lehigh Valley Railroad Company. In the election the A. F. of L. affiliates defeated by a large majority the Association of Maintenance of Equipment Employes of the Lehigh Valley Railroad.

Roosevelt Declares Welfare of Masses Must Not Be Sacrificed Under Defense

1,100,000 JOBLESS GET WORK IN YEAR

Labor Department Reports Non-Agricultural Workers Total 36,535,000

Washington, D. C.—The Department of Labor reported that in November there was non-agricultural employment, exclusive of the armed forces, reached 36,535,000, over 1,100,000 greater than in November, 1939.

According to the department nearly 40,000 more workers were employed outside of agriculture in November than in October. The gain was described as "remarkable," in view of the fact that invariably since 1929 non-agricultural employment has declined in November. The average decline in November for the preceding eleven years, it was pointed out, has been 420,000.

In commenting on the gain the department said that one of the predominant factors in sustaining the level of non-agricultural employment was the contrasseasonal gain of 51,000 workers returned to jobs. Normally factory employment declines by about 150,000 at this season.

Employment in wholesale and retail trade increased seasonally by approximately 60,000 and mines employed 5,000 additional salaried workers. Employment on construction projects showed a small gain. Federal, State and local government employes, excluding the armed forces, declined by about 5,000, transportation and utility companies reported a decline of 56,000 and in the group of finance and miscellaneous services a decrease of 19,000 was shown.

The major portion of the gain of approximately 1,100,000 workers in total nonagricultural employment between November 1939 and November, 1940, was in manufacturing industries, in which more than 500,000 workers were returned to jobs. Employment on construction projects was also considerably above last year's level. 270,000 extra workers being employed. Proportionately the gain in construction was even larger than that in manufacturing.

Wholesale and retail establishments were employing about 90,000 more workers, and employment in the finance and service industries as well as in the transportation and public utility group was 46,000 and 42,000 higher.

MORE CURBS WEIGHED ON CAMPAIGN SPENDING

Washington, D. C.—Observers here predicted that additional measures to restrict political contributions in national elections may be considered at the present session of Congress. This belief was confirmed by the action of Chairman Gillette of the Senate Campaign Expenditures Committee in recommending that committee members study a number of proposals for restricting both individual gifts and the total expenditures by party organizations.

Although the Hatch Act fixes $3,000,000 as the maximum expenditure by any committee of both parties, and specifies that individual gifts may not exceed $5,000, Senator Gillette has estimated that more than $20,000,000 was spent in the November Presidential election.

This came about, he said, because of multiple organizations for candidates, such arrangements being declared, contended that the only limitation on expenditures was the $3,000,000 act by the law. Furthermore, contributions to local and State campaigns made exemption from the $5,000 individual limitation.

COLONIAL LIFE POLL WON BY AFL INSURANCE AGENTS

New York, N. Y.—Insurance agents employed by the Colonial Life Insurance Company of New York have cast a substantial majority in favor of the American Federation of Labor Insurance Agents Union, it was announced here. Ninety-five agents voted. Of these fifty-eight voted for the union and the other twenty-nine for no union, and only six for the CIO.

George L. Rase, A. F. of L. organizer, said the "victory for the AFL is most significant in view of the fact that the CIO claimed before the board that they had the agents of the company organized for the past two years. The telephone employes of the Norfolk and Western Railroad Company. The A. F. of L. affiliate won a decisive majority over the Association of Railway Clerks and Associated Employes of the company.

The International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America; the International Brotherhood of Blacksmiths, Drop Forgers and Helpers, and the Sheet Metal Workers International Association, operating through the A. F. of L. Railway Employes Department were certified to represent boilermakers, blacksmiths, and sheet metal workers, the helpers and apprentices of the foregoing, employed by the Lehigh Valley Railroad Company. In the election the A. F. of L. affiliates defeated by a large majority the Association of Maintenance of Equipment Employes of the Lehigh Valley Railroad.

Nazi Victory Over Democracies Would Mean End of Liberty in All Nations, He Asserts

Washington, D. C.—A stirring appeal to all persons in the United States to give one hundred per cent support to the national Defense program and say to Great Britain featured the address of President Roosevelt over the three major broadcasting systems.

The President declared the adequate development of defense at home and aid to Britain required united effort by management, labor and all other citizens.

He denied the Administration had any intention of sending an expeditionary force abroad and reasserted his declaration that social welfare gains must not be sacrificed in carrying out the defense program.

Highlights of President Roosevelt's address follow:

The nub of the whole purpose of your program is to keep you now, and your children later, and your grandchildren much later, out of a last-ditch war for the preservation of American independence and all of the things that American independence means to you and to me and to ours.

Never before since Jamestown and Plymouth Rock has our American civilization been in such danger as now.

The Nazi masters of Germany have made it clear that they intend not only to dominate all life and thought in their own country, but also to enslave the whole of Europe, and then to use the resources of Europe to dominate the rest of the world.

The history of recent years proves that the shootings and the chains and the concentration camps are not simply the transient tools but the very altars of modern dictatorship. They may talk of a "new order" in the world, but what they have in mind is only a revival of the oldest and worst tyranny. In that there is no liberty, no religion, no hope.

The proposed "new order" is the very opposite of a United States of Europe or a United States of Asia. It is not a government based upon the consent of the governed. It is not a union of orderly, self-respecting men and women to protect themselves and their freedom and their dignity from oppression. It is a regime of conquest by force and fear to dominate and to enslave human races.

There is no demand for sending an American expeditionary force outside our own boundaries. There is no intention by any member of your government to send such a force.

Our national policy is not directed toward war. Its sole purpose is to keep war away from our country and away from our people.

This nation is making a great effort to produce everything that is necessary in this emergency and with all possible speed. And this great effort requires great sacrifice.

I would ask no one to defend a democracy which in turn would not defend and preserve the democracy we want and privation. The strength of this nation shall not be diluted by the failure of its citizens to protect the economic well-being of its citizens. If our capacity to produce is limited by machines, it must ever be remembered that these machines are operated by the skill and the stamina of the workers. As the government is determined to protect the rights of the workers, so the nation has a right to expect that the men who man the machines will discharge their full responsibilities to the urgent needs of defense.

The worker possesses the same human dignity and is entitled to the same security of position as the employer or the manager or the owner. For the workers provide the human power which turns out the destroyers, and the planes and the tanks.

Our defense efforts must not be blocked by those who fear the future consequences of surplus plant capacity. The possible consequences of failure of our defense effort are now are much more to be feared.

And after the present needs of our defense are past, a proper handling of the country's peace-time needs will consume all of the new productive capacity—if not still more.

No pessimistic policy about the future of America shall delay the immediate expansion of those industries essential to defense. We need them.

I have the profound conviction that the American people are now determined to put forth a mightier effort than they have ever yet made to increase our production of all the implements of defense, to meet the threat to our democratic faith.

As President of the United States, I call for that national effort. I call for it in the name of this nation which we love and honor and which we are privileged and proud to serve. I call upon our people with absolute confidence that our common cause will greatly succeed.

70,000 Railroad Workers Awarded Pay Increase Totaling $7,000,000

Washington, D. C.—Wage rate increase totaling more than $7,000,000 for some 70,000 railroad track workers, red caps, dining car waiters, office forces and others will become effective March 1, 1941, Colonel Philip B. Fleming, Administrator of the Wage and Hour Division, U. S. Department of Labor, announced.

The wage increase was ordered in approving a recommendation by the railroad carrier industry committee, appointed by the Secretary of Labor under the chairmanship of Frank P. Graham, president of the University of North Carolina, recommended establishment of a minimum wage of 40 cents an hour for certain crafts of trunk line railroads and 33 cents for short lines.

About 65,000 of the one million or more persons employed by the trunk line railroads and the Pullman Company, the Railway Express Agency, car loan companies and terminal companies will receive a wage increase under the 36 cent minimum," Col. Fleming said. "Some 5,000 of the 21,000 employes of the short lines will be affected by the 33 cent minimum rate. As carloadings are rising, the number of workers who will receive wage increases on March 1 is probably larger than these figures which are on the basis of studies made in 1939.

Texas is the third largest wage increase to be ordered under the Wage and Hour Law. The largest was in the textile industry, with the setting of minimum wage rates from 32½ cents up to 40 cents, affecting some 300,000 of about 175,000 workers. The number of workers for whom wage rate increases under the Administrator's Wage and Hour Law is now more than 1,000,000. All of these are engaged in the making of cloth or clothes except those under the paper, leather and lumber industries. It is estimated that about $35,000,000 more will be going into their pay envelopes on an annual basis.

"Work is now under way in preparation for the eventual increases in wage orders in all interstate industries which employ considerable numbers of workers at 30 cents an hour, the goal of the Wage and Hour Law."

U. S. TRAVEL EXPENSE EXCEEDS $99,000,000

Washington, D. C.—After examining all appropriation bills for the fiscal year ending last June 30, Representative Dirksen of Illinois stated that during this period representatives of the Federal Government spent $99,229,641 for traveling. Of this amount the War Department topped the list with an expenditure of $18,-493,189, followed by the Department of Agriculture, $15,694,711, and the Federal Security Agency, $15,149,162. The Department of Labor was listed as having spent $923,827. The Federal Deposit Insurance Corporation was on record as having spent the smallest amount for travel during the year, $504,791.

EMPLOYES' SUGGESTIONS SAVE COMPANY $800,000

Pittsburgh, Pa.—Vice President W. G. Marshall of the Westinghouse Electric and Manufacturing Company reported that suggestions by employes had made it possible for the company to improve operations of approximately 24,000 jobs and save more than $800,000 in costs. He said that during 20 years the company had profited by 31,000 suggestions emanating from the employes.